

OFFICE OF THE GENERAL COUNSEL  
Division of Operations-Management

MEMORANDUM OM 01-39  
REVISED

March 9, 2001  
February 11, 2004

TO: All Regional Directors, Officers-in-Charge,  
and Resident Officers

FROM: Richard A. Siegel, Associate General Counsel

SUBJECT: Cases Involving Videos Produced by Projections, Inc.

**Based on a charge filed in Case 34-CA-9217, Region 34 reached an informal bilateral settlement agreement with Projections, Inc., of Norcross, Georgia, a producer and seller of videos which are being used by employers during union campaigns. The settlement resolved allegations that certain statements made in a Projections video entitled "Little Card, Big Trouble," violate Section 8(a)(1). The matter has now been closed based on compliance with the terms of the settlement agreement.**

Videos or video transcripts produced by Projections have been introduced into evidence in several other cases, although they were not specifically alleged as themselves constituting unfair labor practices. See, e.g., Parts Depot, Inc., 332 NLRB 670, 681 (2000) (the videos "Promises, Promises, Promises," "Let's Make a Deal," "Job Security – Union Style" and "25<sup>th</sup> Hour"); and Sodexo Marriott Services, Inc., 335 NLRB 538, 547 (2001), currently pending on exceptions before the Board (the videos "Little Card, Big Trouble," "Behind the Promises," "The Party's Over," and "SEIU - 25th Hour").

If a Region receives a charge against Projections or any other employer, alleging that a Projections video contains statements violative of Section 8(a)(1), or if the investigation of another charge discloses that any Projections video has been shown to employees, the Region should contact the Division of Advice. A listing of Projections' current videos is available at its website, <http://www.projectionsvideo.com>. Projections also advertises that it produces "custom" videos for employers, which may have other titles.

If you have any questions concerning this matter, please contact your Assistant General Counsel or Deputy.

/s/  
R. A. S.

cc: NLRBU  
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